

**ST. LOUIS ARMY ENGINEER DISTRICT**

# **ESPRIT**

**Vol. 29 No. 10**

**Winner 1991-92 Army Communities of Excellence Award**

**October 1992**

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## **District softball teams bring home trophies**

### **The Jetettes**

Once again it has been proven that it takes a woman to get the job done. During the recent Barge Tournament at the St. Louis Sports Complex in Fenton, August 29 & 30, three men's softball teams couldn't live up to their standards, but one woman's team took third place and brought home a very nice (large) trophy.

The District women's softball team, the Jetettes, consisted of Joan Stemler, Debbie Kuhlmann (MVP), Christy Cone, Vivian Arthur, Kathy Souders, Vanester Duff, Roberta Seidel, Brenda Hamell, Tiffany Lindsay, Sharon Briscoe (MVP), Glenda Livingston, Marnett Snowden and Barb Schaumburg.

Many thanks to coach Billy Arthur and scorekeepers Marge Robbins and Harry Hamell.

Next year the women are shooting for FIRST place.

### **The Aces**

The U.S. Aces District softball team took third place at the Corps of Engineers softball tourney in Council Bluffs, Iowa, September 12 & 13.

Under cloudy, chilly (50 degrees) and very windy conditions (gusts up to 25 mph), the team, made up of Roger Siller, Kenny Rogers, Barry Lloyd, Keith McMullen, Damon Cox, Brian Liening, Ron Sample, Jim Hawn, Cedric Cox, Dick Schaumburg and Jackie Jones (coached at third base), won their first game convincingly, 14 to 9, but lost their next two by a total of three runs, 5 to 6 and 11 to 13.

The Aces came back the next day to win big in three straight and take third place in the tourney. They beat the eventual champions 10 to 0, that team's only loss. They also won 21 to 2 and 14 to 9.

Congrats to all involved.



# View from the top -



**COL James D. Craig**

**"Informing is seldom viewed from below as satisfactory."**

Fall is upon us, with winter close behind. A reminder to all that you should think about preparations for winter (equipment servicing, etc), both at work and home. The time to think about it is now, not after the first freeze/snow.

Many first line supervisors attended a one day seminar on communications a few weeks ago. For me personally, the day was well spent. I took several thoughts from the session that I would like to share with you. "Informing is seldom viewed from below as satisfactory". One of the first comments I received when I arrived at the District was the lack of information flow from the top. We made several changes in our procedures and have tried to change the atmosphere for more open communications. The feedback I have received indicates that we are doing better. Rest assured, though, that I do understand we are not perfect. This is an area we must all continually work on. My attitude is, if you think someone who works for you might want to know something, TELL THEM, and let them decide if they wanted to know. All team members are smart enough to decide for themselves.

"Feedback and reinforcement are fundamental requirements". Everyone needs to know if they are doing a good job, or if they need to make some adjustments. Everyone wants to do a good job, but they need to understand what is expected of them.

"Stay in a good mood." We all have an obligation to avoid lashing out at others, or depressing them because things have not gone exactly our way. One should never underestimate the effect you can have on those around you.

So much for philosophizing. We are moving ahead with the program to identify the most important priority items in the District. The intent is to communicate to all what we as a district feel are the most important things we have to do in the next year or so. I would hope this would help all of us decide where to spend our efforts.

Education is an exceptionally important subject to me. I am talking about the education of America's youth. In the long term, this will arguably be the most influential activity we pursue. How we influence them will, in part, determine their attitude toward us, the environment, and economic development. We need to take this responsibility seriously. I commend Pat McGinnis and the Riverlands Office for their innovative approach toward education. I know many individuals in the District do many things to help educate the youth, and I appreciate your efforts. THEY ARE IMPORTANT. I would suggest you talk to and visit

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**US Army Corps  
of Engineers**  
St. Louis District

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# Reinkemeyer Rend Lake Cleanup scholarship

The Federal Employees Education Assistance Fund has announced its 1992-93 scholarship winners. One of our own, Caroline "Suzi" Reinkemeyer, secretary in Project Management, received \$500 to use toward her degree in Business Management at Columbia College, St. Louis campus.

Suzi has been working toward her degree during off hours for a number of years now even though she's a working mother with two kids. She was chosen for her high grade point average, extra curricular activities and the essay she submitted.

For those wanting to donate to the FEEA, it is pledge no. 0415 in the Combined Federal Campaign.

On Saturday, September 12, more than 700 people collected garbage from 20 miles of shoreline, 30 miles of roads, several recreation areas, 21 parking lots and other areas at the 6th Annual Rend Lake Cleanup.

The cleanup is a cooperative effort with the Corps, the Illinois Department of Conservation and the Rend Lake Conservancy District working together with youth groups, private citizens and businesses. The cleanup not only improves the beauty of Rend Lake, but also changes the public's attitude about littering and encourages responsible recycling.

The all-day event started in 1987 with less than 50 volunteers. Now more than 750 volunteers and 40 local sponsors participate.

At the end of the day, Congressman Glenn Poshard and Col. James D. Craig presided over an appreciation of public lands ceremony and monument unveiling honoring volunteers who are committed to preserving our natural resources.

The Rend Lake Cleanup is part of the nationwide celebration of Public Lands Day, National Beach Cleanup Day and 1992 The Year of Clean Water.

## SLD leads in hurricane relief

St. Louis District people showed they care once again. They donated \$2266 for Corps families devastated by Hurricane Andrew. More than \$10,000 was collected Corps-wide.

## Using recycled products

The recycling program for waste paper at the Robert A. Young Building continues to be a success. However, to complete the cycle, we need to use recycled-content products. More than 800 such products are available from GSA. Following are just a few examples:

Recycled Xerographic Paper - 8 1/2 x 11 paper (NSN 7530-01-335-2623) and 8 1/2 x 14 paper (NSN 7530-01-334-7817) contains 50 percent recycled material. The price you pay to save a tree is only 25 cents per box of 5,000 sheets more than for virgin paper, and recycled paper is as good as regular xerographic paper.

Rechargeable Nickel-Cadmium Batteries - Typical alkaline batteries

are disposed of once their life is spent. Nickel-cadmium batteries can be used over and over again.

Environmentally Safe Disposal Paper Cups - This 8 ounce cup of 100 percent paper (NSN 7350-01-359-9524) may be used for hot or cold beverages. The manufacturer claims it will degrade in seawater, is compostable ashore and is recyclable.

See the GSA Supply Catalog for more products containing recycled material. Remember, if you're not buying recycled products, you're not recycling! Make your contribution to the environment. Consider using products that will slow the accumulation of debris in our landfills.

## View from the top cont.

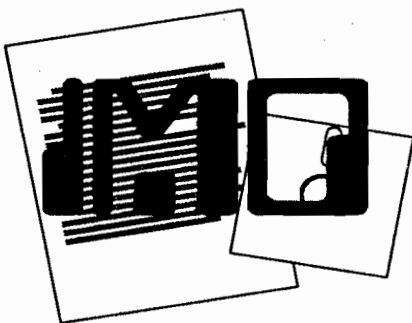
the Riverlands Office to see what their ideas are.

It appears the ACOE barge trips were well attended and proved educational as well as enjoyable. We will continue programs such as this to educate each other on what different parts of the District do. If you have any suggestions, please pass them along. Have a great month, and THINK SAFETY!

## Thank you

I would like to thank everyone for the cards, calls and well wishes I received while I was recuperating from my accident. They were very much appreciated.

Linda Wichlan



## The management of government forms

By Kathy Hayes, Chief, Support Services Branch

In the true spirit that made the St. Louis District an Army Communities of Excellence Award winner, the Information Management Office has instituted a more efficient method for their customers to order government forms and publications. Time previously spent waiting for customers to come to the forms storage area during open hours, can now be spent more productively on placing and receiving orders and improving the process.

For your convenience, (smile) we have devised an order form template on the Futurus Team e-mail system which can be easily accessed from the "Electronic Mail" option on the Desktop menu. Customers can either complete this electronic form or continue to send in the hard copy of form LMS 768. We want to keep as much flexibility as possible.

On the surface, the forms and publications management business may seem trivial and effortless. But dig a little deeper and you will see what it takes for this operation to run smoothly:

- \* On an average each month, orders are received for 40 form/publication titles, but that 40 may translate into 60,000-75,000 pieces of paper.

- \* Quantities have to be checked, inventories maintained, and finally, forms distributed.

- \* With no advance warning, we can be the lucky recipients of thousands of new forms/publications sent to us on initial distribution.

- \* Without an established distribution, good judgement has to be exercised to send the new publications to the appropriate office.

- \* Attention to detail, good recordkeeping and up-to-date customer requirements are the elements that make this operation appear effortless.

To solve some of these paper headaches, USACE, Army and DoD, as well as other government agencies, have been struggling to implement systems of electronic forms. As we all know, converting paper documents to an equivalent electronic format is not always easy and swift. Hardware requirements, network requirements, people requirements and, not to be forgotten, dollar requirements all have to be considered and meshed into an operational system. Very soon, we will be unveiling a new, and hopefully, easier Army-wide electronic forms system. More will follow as we get closer to implementation.

## EEO Corner

### The Civil Rights Act of 1991- A new civil rights law

The new Civil Rights bill was approved by Congress and signed into law by President Bush in November 1991. This act was born out of a two year struggle to restore employee rights believed to have been eliminated or narrowed by a series of 1989 U.S. Supreme Court decisions. These decisions were unfavorable to individuals filing employment discrimination complaints. There are at least seven Supreme Court decisions that were reversed or partially overruled by the Civil Rights Act of 1991.

This article focuses on only those provisions of the act that impact directly on discrimination complaints against the Army and other federal agencies. The full impact or applications will not be seen until October 1, 1992, when a new federal regulation known as "29 Code of Federal Regulations (CFR) part 1614" is scheduled to become effective. However, this new legislation significantly altered two federal discrimination statutes - (1) the Civil Rights Act of 1964 (Title VII) and (2) the Rehabilitation Act of 1973. These alterations did not place federal workers on equal footing with the private sector counterparts in all respects, but they bring them closer to parity.

Following are some examples that may affect employees filing employment discrimination complaints against the Army:

(Continued on next page)



\* The time to initiate an EEO complaint will change from 30 days to 45 days; also the Army must extend this period under certain circumstances.

\* The EEO Counselor will have 30 days to complete counseling, but may extend counseling up to 60 additional days if agreed by both parties.

\* Army employees may file EEO complaints under provisions of Equal Pay Act claims to be investigated under the new procedures.

\* Army has 180 days from the date of filing of a complaint to complete the investigation unless the complainant agrees to a 90 day extension.

Before the enactment of the Civil Rights Act of 1991, federal employees could not sue their agency to recover compensatory damages in a Title VII or handicap discrimination suit. Now federal employees, upon exhausting all administrative remedies, may sue their agency under Title VII or the Rehabilitation Act of 1991 and may recover up to \$300,000 in compensatory damages. Thus, an Army employee could collect a maximum of \$300,000 in compensatory damages for filing an EEO complaint for future pecuniary losses because of such things as emotional pain, suffering, inconvenience, mental anguish and loss of enjoyment of life.

In addition to this recovery, a person filing an EEO complaint of discrimination may seek other remedial relief, such as back pay, interest on back pay or other relief authorized under Title VII. The new law further states that a person filing a complaint who is seeking compensatory damages may demand a jury trial. This was denied in Title VII cases until now. If the person who files a complaint is the prevailing party, he/she may recover attorney fees and other

expert fees, in cases of race, color, religion, sex or national origin. The new legislation specifically prohibits awards of attorney's fees in age discrimination cases in the administrative process. The new act also prohibits awards of compensatory damages in disparate impact cases and Rehabilitation Act cases in which the agency has made a good faith effort to reasonably accommodate employees with disabilities.

The other major changes are listed under the section that discusses the BURDEN OF PROOF IN DISPARATE IMPACT CASES. An Army employee may file an EEO complaint when a particular employment practice causes a disparate impact on the basis of race, color, religion, sex or national origin. The Army must demonstrate that the practice is job related for the position in question and consistent with business necessity with no alternative employment practice to be adopted by the Army. An example of a disparate impact case is as follows: If there were laws or personnel practices requiring all police officers to weigh 200 pounds and stand 5 feet 9 inches tall, it would be difficult to employ women and persons under 5 feet 9 inches tall or 200 pounds in this position. This requirement would cause a disparate impact on all groups that are under 5 feet 9 inches tall or 200 pounds. The Army would be required to demonstrate that this requirement is job related, a necessity for business and there are no alternative employment practices. Thus, the burden of proof appears to be changing from the person filing a complaint to the employer.

The Civil Rights Act of 1991 further provides information on such subjects as the seniority systems, the "Glass Ceiling Act of 1991" that discusses artificial

barriers that exist to prevent the advancement of women and minorities in the workplace, and expert fees for attorneys and other expert witnesses.

The March 1992 Army Lawyer's publication stated "The Civil Rights Act of 1991 significantly altered federal discrimination law. It exposes the Army to greater liability for the conduct of its employees. The agency counsel can expect an increase in the number and length of discrimination cases as judges attempt to read meaning into the Act's ambiguous provisions and as plaintiffs take advantage of greater financial and procedural incentives to sue."

A copy of the Civil Rights Act of 1991 may be checked out from the EEO Office.



LM-T has a new wash contract! We are trying something different.

We have a contract with a mobile unit who will come to us and clean the cars on the lot. What this means for you is vehicles will no longer be tied up all day being transported to and from a car wash.



## On The Soapbox

### Riverlands Office

Riverlands Park Rangers Julie Ziino, Lawrence Williams and Ron Fisher, along with SIS Rangers Rocky Horrigs and Charlie Deustch, hosted 110 secondary teachers who were given a tour of the Melvin Price Locks and Dam. After the tour Riverlands Manager Pat McGinnis gave the teachers a detailed presentation about the 1200 acres of wetlands restored by the Corps.

The Riverlands Visitors Orientation Facility had more than 700 visitors in September. The facility's new hours are Friday through Monday, 9 a.m. to 4 p.m.

Park Rangers Julie Ziino and Lawrence Williams, along with SIS Rangers Charlie Deustch and Rocky Horrigs, hosted a tour of the Melvin Price Locks and Dam for 150 people with the County Superintendent of Highways office.

SIS park Ranger Charlie Deustch hosted two off-site presentations on the Melvin Price Locks and Dam. The first was given to 30 people with the Rotary Club of Warrenton, Missouri. The other was given to 50 members of the Kirkwood, Missouri, Presbyterian Church.

### Rend Lake

Park Manager Phil Jenkins spoke on the topic of environmental management programs at Rend Lake to a group of private lands biologists from the Illinois Department of Conservation.

Park Ranger Margaret Ellis was the guide for a special group of Amazonian Ecuadorian potters as they toured the Rend Lake Visitor Center. The Ecuadorians were guests of the Southern Illinois Arts

and Crafts Marketplace, where they gave demonstrations of their unique style in their craft.

Park Ranger Randy Stewart gave a presentation on the flora of Rend Lake to members of the Forestry Club at Southern Illinois University at Carbondale.

Rangers gave over forty programs in September on topics ranging from Native Americans at Rend Lake to Lyme Disease to myths about wetlands. In addition, rangers staffed a booth at the DuQuoin State Fair that attracted thousands of fair-goers (including the governor, Jim Edgar) with their questions about Rend Lake and the Corps.

### Carlyle Lake

Park Rangers Andrea Pickard and Kim Mayhew assisted with the annual Carlyle Street Fair by doing Environmental Programming throughout the day and providing the public with lake information.

Park Ranger Norma Hall held a Public Lands Day in cooperation with the Take Pride in America and Keep America Beautiful campaign.

Park Ranger Kim Mayhew talked to about 700 Greenville College students about water safety on Labor Day. The program was requested by the college because of a drowning accident earlier this year that involved a Greenville College student.

### Lake Shelbyville

Park Ranger Maria Shafer was the guest speaker on Shelbyville's radio program, "Talk of the Town." She spoke about upcoming events at the lake and the Labor Day weekend camping prospects.

### The key to home security is the right lock combination



From your  
Crime  
Prevention  
Council

One kick and most doors open. That's a fact. And with one home burglary occurring every 10 seconds, according to the FBI, that's a scary thought.

With the right locks, you can increase the security of your

doors and at least slow down an unwanted intruder. Many doors can be made more secure by adding an auxiliary lock.

According to the February 1990 issue of Consumer Reports, one good choice is a surface mounted dead bolt. Very easy to install, this lock is tough. Testing by Consumer Reports suggests that most brands become more kick-proof using three inch wood screws.

Another option is cylinder dead bolts with long throw bolts. You can get them with single cylinders that work with a thumb turn inside or double cylinders that require a key inside and out. Double cylinder locks can be a hazard because they lock people in during fires and other emergencies. Some have a safety feature that defeats this problem by trapping the inside key in the lock until it is unlocked.

But if you don't want to add a lock or replace your old ones, another option is a replacement cylinder. High security cylinders are harder to pick or drill out.





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## News Briefs

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### Wildlife guide

Five District rangers attended the Watchable Wildlife Conference in Missoula, Montana, last month. Using information from the conference the Corps provided input for a cooperative effort with the Franklin County, Illinois, Tourism Board and the Mount Vernon Convention and Visitors Bureau to produce a guide to watching wildlife at Rend Lake. The guide provides detailed instructions for locations around the lake to look for wildlife, a brief description of the wildlife that can be expected, as well as the best times of year for viewing.

### Hunt-Fish day

On September 26th, 6,000 people came to Carlyle Lake to observe National Hunting and Fishing Day. The day focused on the importance of conserving our natural wildlife resources and the vital role hunters and fishermen play in conservation. This event featured a white bass fishing tournament. One of the highlights of the event was a 5,000 gallon aquarium the size of a transport truck filled with fish from Carlyle Lake. Attractions included speakers on fishing, an archery shoot, turkey and trap shoot, a live band and many other exhibitors and demonstrations.

### Disabled Fishing

Sixteen participants, two volunteers and the Wappapello Lake Resource staff took part in the 2nd Annual Disabled Fishing Day on September 19. After a cool morning of fishing off pontoon boats, participants were treated to

a warm chili and hotdog lunch at the Peoples Creek picnic shelter. Local businesses donated boats, bait and accessories, and the Wappapello Lions Club volunteered to prepare and serve lunch. Fishing gear was provided by the Missouri Department of Conservation.

### Bass Tournament

The Riverlands Area Office hosted a bass tournament on Ellis Island that was sponsored by the Illinois Bass Anglers Association. Nineteen boats competed.

### Boat races

Riverlands Park Rangers Lawrence Williams and Brad Laaker assisted in the safety of the 1992 boat races sponsored by the Dardenne Slough Race Association on September 19 & 20 at the Woodland Yacht Club. All proceeds went to the "Make A Wish" Foundation, a non-profit organization that provides free "last wish" trips for terminally ill children and their families. The race brought in enough money to give four terminally ill children their wish trips.

### Photo contest

Judges had a difficult time choosing this year's winners in the Fourth Annual Mark Twain Lake Photography Contest. Visitors sent in more than 60 photos in the scenic, visitors and nature categories. Photos were hung in the Visitor Center so the public could choose "The Best of Show."

### Rock show

Rockers took over the Visitor Center at Mark Twain Lake August

13 & 14 for the Third Annual Rock & Mineral Show. Once again the Gem City Rock Club was the featured "geologists." They offered hands on rock polishing and atlatl throwing activities.

### Folklife Festival

The Salt River Folklife Festival was held August 15 & 16 at Florida, Missouri, at Mark Twain Lake. Music, games, crafts, a Civil War encampment, live mules, food and fun made the weekend special. The festival is organized by the Missouri Department of Natural Resources, the Friends of Florida and the COE.

### Fishing trip

Thanks to the efforts of the Monroe City Jaycees, local businesses and the staff at Mark Twain Lake, the annual fishing trip for the physically challenged was a success. Everyone caught fish and enjoyed being on the water.

### Commander's Award

Carl Reinking, a contractor with TSSI waste treatment systems, was presented the Commanders Award at a luncheon at Lake Shelbyville on September 18. Reinking was recognized for the outstanding progress he has made toward raising the efficiency of the lake's sewage treatment plants to a level near to the original design. He has repaired and established redundant systems so that all systems are backed up for the first time in 15 years.

### Conservation award

Ducks Unlimited presented Carlyle Lake a certificate for out-

(Continued on page 9)



# **\$ – Promotions & Incentive Awards – \$**

**PROMOTIONS:**

Bonita Toennies, ED  
Joann Menke, ED  
Kenneth Rogers, LM  
Steven Wagner, OD  
Reta White, OD  
Tonette Long, OD  
Diane Stratton, OD  
Gary Findlay, OD  
Charles Frerker, OD  
Rebecca Hays, OD  
Jeff Clifton, OD  
Dennis Grizzle, OD

**EXCEPTIONAL RATINGS:**

Dean Surface, CD  
Jean Lindhorst, DE  
Kelly Flinn, ED  
James Worts, ED  
Harold McCollum, ED  
Tamara Atchley, ED  
Jeffrey Stamper, ED  
David Busse, ED  
Roger Myhre, ED  
Janet Ulivi, ED  
Lawrence Whitt, ED  
Warren Jones, IM  
Alice Lovett, IM  
Paul Nottmeier, OD  
Tracy Butler, OD  
Robert Antrobus, OD  
Margaret Robbins, OD  
William Kuhn, OD  
Jacqueline Brachear, OD  
Mark McLean, OD  
Jerry Schaperclaus, OD  
Linda Werner, OD  
Bruce Grau, OD  
Gaetano Miano, OD  
Howard Fields, OD  
Mary Lou Lawson, PA  
Richard Astrack, PD  
Carolyn Clark, PO  
Constance Driscoll, PO  
Timothy Nelson, RE  
Fred Shepherd, RM

**PERFORMANCE AWARDS:**

Lee Ross, CASU  
Karen Blum, CASU  
Tracie Tally, CASU  
Joseph Schwenk, CD  
Dennis Seibel, CD  
Lawrence Strunk, CD  
Jimmy Bissell, CD  
Lenard Ross, CD  
Billy Parkes, CD  
Paul Schmidt, CD  
Lammert Buchhold, CD  
Charles Alday, CD  
John Heitzmann, CD  
Bruce Douglass, CD  
Larry Roskilly, CD  
James Keen, CD  
Ronald Viehweg, CD  
David Mueller, CD  
Terry Laws, CT  
Jean Lindhorst, DE  
Jack Niemi, DP  
Richard Schaumburg, DS  
R.C. Franco, DX  
Raymond Kopsky, ED  
Janet Ulivi, ED  
Tamara Atchley, ED  
Lawrence Whitt, ED  
Melvin Baldus, ED  
Michael Rector, ED  
Claude Strauser, ED  
Theodore Postol, ED  
Edward Demsky, ED  
Gary Dyhouse, ED  
Billy Arthur, ED  
John Dierker, ED  
David Spencer, ED  
Arthur Johnson, ED  
James Brown, ED  
Michael Klosterman, ED  
George Postol, ED  
James Lovelace, ED  
Bobby Hughey, ED  
Jon Eckles, IM  
Carole Pitzer, IM  
Ronnie Singleton, IM  
Barbara Collier, LM  
Vivian Ratliff, LM

Terence Kelley, OC  
Dennis Foss, OD  
Patrick McGinnis, OD  
Emmett Hahn, OD  
Phillip Jenkins, OD  
Robert Wilkins, OD  
Matthew Struckel, OD  
John Marzec, OD  
Paul Kornberger, OD  
Winston Campbell, OD  
Steven Dierker, OD  
Walter Feld, OD  
Thomas Johnson, OD  
Michael McClendon, OD  
Howard Fields, OD  
Annette Wolf, OD  
Robert Antrobus, OD  
Joe Brown, OD  
Lonnie Forrest, OD  
Donna Henrichs, OD  
Brian Smith, OD  
Mary Lou Lawson, PA  
Anthony Giardina, PD  
Richard Astrack, PD  
Michael Trimble, PD  
Anson Eickhorst, PD  
Timothy George, PD  
Daniel Ragland, PD  
Donald Sweeney, PD  
Owen Dutt, PD  
Bernard Hawickhorst, PD  
David Leake, PD  
William Sutton, PM  
Louis Chiodini, PM  
James Zerega, PM  
Deanne Strauser, PM  
Ronald Lindsay, PM  
Sharon Cotner, PM  
Kenneth Koller, PM  
Michael Dace, PM  
Brenda Hamell, PO  
Carolyn Clark, PO  
Constance Driscoll, PO  
Kathy Tober, PO  
Craig Donis, RE  
Joseph Przada, RE  
Thomas Hewlett, RE  
Woodrow Sandlin, RE  
Fred Shepherd, RM



**SPECIAL ACT AWARDS:**

Dennis Seibel, CD  
James Keen, CD  
David Mueller, CD  
Diana Tripp, CD  
John Zimmerman, CD  
Joseph Kellett, CD  
Bruce Douglas, CD  
Christine Leffeler, CD  
Dean Surface, CD  
Robert Keller, CD  
Pam Reed, CD  
William Busch, CD  
Ronald Viehweg, CD  
Joan Schick, CT  
Jack Niemi, DP  
R.C. Franco, DX  
Charles Turlin, ED  
Sharon McGee, ED  
Michael Navin, ED  
James Brown, ED  
Michael Klosterman, ED  
Randal Curtis, ED  
Gary Jones, ED  
Robert Mesko, ED  
James Keim, ED  
Milan Hornak, ED  
Catherine Fox, ED  
Robert Kelsey, ED  
Dario Franz, ED  
Michael Hamm, ED  
Thomas Niedernhofer, ED  
John Hallquist, ED  
Edward Demsky, ED  
John Poullain, ED  
Mark Alvey, ED  
Thomas Ruf, ED  
Claude Strauser, ED  
Dawayne Sanders, ED

Matthew Wellen, ED  
Cassandra Cooper, ED  
Antoinette Serena, ED  
Edward Riiff, ED  
Bradford Strauser, ED  
Michael Johnston, ED  
Catherine Mueller, ED  
Sandor Dombi, ED  
Robert Rattini, ED  
Gregory Dyn, ED  
Charles Rhoads, ED  
Claudia Tonsor, ED  
Michael Sommars, ED  
John, Helfrich, ED  
Robert Wich, ED  
Theodore Postol, ED  
Gary Dyhouse, ED  
Andrew Schimpf, ED  
Billy Arthur, ED  
Bobby Hughey, ED  
John Gaal, ED  
John Dierker, ED  
Elizabeth Taylor, ED  
James Lovelace, ED  
George Postol, ED  
Jeffrey Stamper, ED  
Charles Turlin, ED  
Thomas Quigley, ED  
Dennis Morgan, ED  
David Spencer, ED  
James Mills, ED  
Richard Siemons, ED  
James Worts, ED  
Gerald McClintock, ED  
Edgar Falkner, ED  
Vanester Duff, ED  
Michael Rector, ED  
Richard Sovar, ED  
Vivian Arthur, IM  
Thomas Ruddy, IM

Ronald Bockhorst, IM  
Warren Jones, IM  
Jack Rhodes, IM  
Robert Muffler, OC  
Josephine Bischan, OC  
Walter Ohar, OC  
Rozann Heininger, OC  
Mark Wunsch, OC  
Kenneth Allensworth, OD  
Robert Banning, OD  
Robert Wilkins, OD  
Sherman Mezo, OD  
Karen Watwood, OD  
Michael Kuntz, OD  
Stephen Trebs, OD  
Ronald Fisher, OD  
David Kirkpatrick, PD  
Own Dutt, PD  
Anthony Giardina, PD  
Anson Eickhorst, PD  
Donald Sweeney, PD  
Phyllis Murphy, PD  
Terry Norris, PD  
Robert Tenholder, PD  
Benard Hawickhorst, PD  
Daniel Ragland, PD  
Ronald Lindsay, PM  
William Sutton, PM  
Robert Bringer, PM  
Louis Chiodini, PM  
Ruth Townley, PO  
Dixie Pickett, PO  
Barbara Boswell, PO  
Terri Nicholson, PO  
Michael Brazier, RD  
Joseph Przada, RE  
Craig Donis, RE  
Woodrow Sandlin, RE  
Thomas Hewlett, RE

**News Briefs cont.**

standing contribution to the cause of Migratory Waterfowl Conservation of North America's Waterfowl Heritage for generations to come.

**Spook Walk**

Carlyle Lake will hold a Spook Walk on Little Prairie Nature Trail at Dam West Recreation Area on October 23, 24 & 30th. The theme this year will be "Little Trail of Horror."

**Little known facts about humans**

Author and trivia collector Marc McCutcheon claims:

\* If a finger is numbed for a period of time, its corresponding brain area will shrink. If it is used in a new way, the area will grow.

\* In right-handed people, the middle fingernail of the right hand grows fastest. In left-handed people, the opposite is true.

\* In his book "In Your Nose and Other Astonishing Facts about Humans" McCutcheon says the brain uses large amounts of the body's energy. Thinking can make you feel exhausted because the brain burns so many calories for intense concentration.

(Continued on page 12)



# Rangers protect memories left at 'wall'

By Rudi Williams  
American Forces Information  
Service

Thousands of people have placed offerings of love, devotion, caring, anger, trauma and sadness at the Vietnam Veterans Memorial in the nation's capital. They silently amble away leaving behind precious pieces of broken dreams - teddy bears, toys, wedding bands, class rings, musical instruments, photographs, Christmas trees, uniforms, medals, food, beverages and more.

"This is the only war memorial we know of where people have left more than flowers and flags," said Pam West, curator of the National Park Service's Museum and Archaeological Regional Storage Facility in nearby Lanham, Maryland. "That's what makes this phenomenon so interesting. People are leaving things at the memorial that are normally handed down to grandsons and granddaughters - Medal of Honor ribbons, badges, uniforms, etc."

So far, visitors have left more than 25,000 items at the memorial. They're stored at the storage facility.

When the practice started 10 years ago, National Park Service rangers didn't know what to do with the items. Rangers scooped up the memories and stored the nonperishable items in a warehouse. The general public has never been able to see them.

That will change Oct. 27, 1992. That's when the Smithsonian Institution's National Museum of American History opens a seven-month exhibit featuring some of the artifacts. The museum is on Constitution Avenue between 12th and 14th Streets, NW, in Washington, D.C.

The exhibit opens a few days before the 10th anniversary of the memorial's dedication and runs through June 7, 1993.



Exhibiting the artifacts was the idea of Vietnam veteran John Wheeler. He worked on the fund that raised money to build the Vietnam Veterans Memorial. Leah Miller is national director of the exhibition project. Wheeler convinced her to use the title of a poem and song she wrote - "Beyond the Wall" - as the theme of the fund-raising campaign.

"Our goal is to raise \$200,000 to pay for the exhibit," said Miller. "We've already raised about \$100,000 (as of late July)."

Wheeler heads the fund-raising

aspect of the project. Miller helps, too, but spends most of her time working with the museum and the National Park Service.

"We don't have any plans for a permanent display, because we don't want the objects to become the story rather than the Vietnam Veterans Memorial," said Jennifer P. Lock, the Smithsonian's exhibit project manager. "After all, if we didn't have the wall, we wouldn't have the collection of artifacts. It's

the power of the wall that prompts people to come and leave these items."

Museum officials will supplement the artifacts with text panels, graphics, photo murals and an architectural model of the memorial.

There's a reason for every object left at the wall, West said. Two people could leave POW/MIA bracelets for completely different reasons. "In the beginning, when people left things, they didn't know what would happen to them. Now they know we (the Park Service) store them - take care of

them. I have a 21-year-old son, and I don't know if I could leave his teddy bear at the wall. But a lot of parents have done it - for whatever reason. You can't help feeling some of the emotion when you're dealing with the artifact."

"It's a tough collection to deal with because you're dealing with a lot of unknowns. Who are the owners? Why did they leave the artifact? What was their emotional state at the time? When did they leave it?

West said the Park Service is trying to find answers to these questions so they can marry up backgrounds with items.



# Spinning webs for defense

By Jim Garamone  
American Forces Information Service

Scientists have known for years those creepy little critters, spiders, spin webs of incredibly strong silk. If researchers at the Army's Natick (Mass.) Research, Development and Engineering Center are successful, spider web materials may be used to protect service members of the future.

"We're trying to isolate the gene from which spiders produce the silk protein they use to weave their webs," said Charlene M. Mello, a genetic engineer in charge of the project.

Officials conjecture spider silk could be used in anything using Kevlar today - helmets, protective clothing, etc. It could also be used in weapons systems and satellites needing lightweight, strong materials.

Researchers are working with webs of golden orb weavers (*nephila claviper*). The spider, native to Panama, spins the web with the highest tensile strength.

While the research is promising, hurdles remain. Mello and crew have yet to identify the gene that produces spider silk. Once they do, they must fully identify it genetically. They will then clone the gene and place it into a host organism - such as bacteria - to see if the bacteria can produce the silk.

"Theoretically, we should be able to produce the protein," Mello said. "Practically, it's a long, involved process. The process is labor-intensive, and we may not have a recombinant protein for three to five years." A recombinant protein is synthesized by a "host organism" such as bacteria.

Once that problem is solved, another looms. Can the protein be produced in commercially viable quantities? "Again, theoretically, we should be able to produce large quantities of the recombinant protein," Mello said.

Finally, spiders can take the protein and weave webs from it. Scientists do not fully understand how they can do this. To use the protein, researchers must find a way to mimic spiders' spinning techniques.

Eight people work on the basic research at Natick. "We have a long way to go, but it will be worth it," Mello said. "If we're successful, in terms of applications, spider silk may go beyond anything you can imagine."

## Do You Know

Which U.S. president received all but one electoral college vote?

**James Monroe**

(1820)

How many U.S. presidents died in office?

**eight**

How many U.S. presidents have been defeated for re-election?

**eight**

How many vice presidents served under two different U.S. presidents?

**two**

How many vice presidents have been elected U.S. president?

**nine**

How many vice presidents failed in presidential bids?

**three**

What city has hosted the most U.S. presidential conventions?

**Chicago**

(24)

How many major party candidates have run for U.S. president and lost more than once?

**five**

(two ran three times; three ran twice)

Which U.S. president was born Leslie Lynch King Jr.?

**Gerald Ford**

Which U.S. president was elected to the House of Representatives after serving as president?

**John Quincy Adams**

(1831-1848)



## Program allows managers to reward with time off

By Jim Garamone  
American Forces Information  
Service

The Office of Personnel Management has issued guidelines covering a policy allowing managers and supervisors to award civilian workers time off for good work performance.

This new incentive award, already in effect, was part of the Federal Employee Pay Comparability Act of 1990.

DoD recently issued an implementation plan for the award. "We have found that many of our outstanding employees place a very high priority on family and community interests," said Sara Ratcliffe, deputy assistant secretary of defense for civilian personnel

policy and equal opportunity. "With very busy personal and professional lives, some employees value time over monetary rewards. Time-off awards allow them to devote more time to these interests and to achieve more of a balance between their home and professional priorities."

Supervisors may put in employees for time-off awards in recognition of superior accomplishment or other personal effort contributing to the quality, efficiency or economy of operations. All white collar employees are eligible.

The guidelines grant employees a total of 80 hours time off per leave year, with 40 hours the most off at any one time. Employees must use time off granted as an award within a year of the award date. Time-off awards do not

transfer between organizations. If an employee receives a time-off award, then transfers agencies, the time must be taken before moving.

Authority to approve time-off awards is delegated to officials who exercise personnel appointing authority. This is normally the commander or head of an installation or activity. In defense agencies with independent appointing authority, officials delegate through the director of the agency and the agency's chain of command.

Under this delegation, supervisors may grant time-off awards of one day without review or approval of higher officials. Higher officials must review recommendations for time-off awards of more than one workday.

## Accident Summary

### PERSONAL INJURIES - GOVERNMENT EMPLOYEES - SEPTEMBER 1992: One

Total lost-time accidents for FY92: Eleven

Total lost-time accidents for FY91: Ten

A deckhand suffered a laceration of his knee. He was helping load a channel bouy onto the deck of a floating derrick. While trying to lower it to the deck, it unhooked itself and fell and hit the employee's knee.

### PERSONAL INJURIES - CONTRACTOR EMPLOYEES - SEPTEMBER 1992: None

Total accidents for FY92: One

Total accidents for FY91: Nine

### GOVERNMENT VEHICLE ACCIDENTS\* - SEPTEMBER 1992: None

Total vehicle accidents for FY92: None

Total vehicle accidents for FY91: Two

\*Vehicle accidents with total monetary damages of \$2,000 or more.

### LAKE FATALITIES - SEPTEMBER 1992: None

Total lake fatalities for FY92: Three

Rend Lake - 1

Carlyle Lake - 1

Lake Shelbyville - 1

Total lake fatalities for FY91: Four

Lake Shelbyville - 1

Mark Twain Lake - 1

Rend Lake - 1

Wappapello Lake - 1

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### Human facts cont.

\* In most people the left ear is better at recognizing melodies. In trained musicians, the right ear is best.

\* The beat of a musical composition that is near the resting rhythm of the heart (70 beats per minute) is so soothing that it can slow a heart that is beating too fast.

\* Human beings have a trace of iron in the ethmoid bone between the eyes. It gives some people a "nose" for direction finding. Even if blindfolded, they can turn to within a few degrees of north.



# AIDS cases increasing among Blacks and Hispanics, CDC says

By Rudi Williams  
American Forces Information  
Service

The number of AIDS cases has shown a steady increase among African-Americans and Hispanics, but the deadly disease is leveling off or declining in white communities, said Bob Howard, a Centers for Disease Control spokesman in Atlanta, Georgia.

"There were 230,179 cases of AIDS reported from the start of the epidemic in June 1981 through June 1992," Howard said. It took eight years to reach the first 100,000 cases and only two years for the second 100,000, he remarked.

A breakdown shows African-Americans and Hispanics are disproportionately represented, Howard said. During the first reporting period, June 1981 through August 1989, 27 percent of the cases were among African-Americans and 15 percent among Hispanics. Those figures jumped to 31 percent and 17 percent, respectively, when the second 100,000 cases were tabulated for the period September 1989 through December 1991.

By December 31, 1991, there were more than 130,000 reported deaths associated with AIDS.

"We think the prevention message is being heeded in white homosexual and bisexual risk groups because the rate of cases is not as great as it was," Howard said. "We've also found that intravenous drug use is a growing risk factor among minorities."

Reported cases of AIDS caused by intravenous drug use through June 1992 were 7,902 among

whites, 18,914 among African-Americans and 12,388 among Hispanics, according to CDC figures.

The overall trend for 1991 was an increase in the number of AIDS cases among women, African-Americans and Hispanics who were exposed to the human immunodeficiency virus through heterosexual contact and among Southerners, according to a national Centers for Disease Control report. "In contrast," the report says, "small declines occurred in the number of reported cases among whites, persons in the Northeast and persons exposed to HIV through homosexual and bisexual contact. But cases attributed to homosexual and bisexual activities still account for more than half of all AIDS cases nationally."

About 59 percent of AIDS cases have occurred among homosexual and bisexual men. Twenty-two percent have occurred among drug users, Howard noted. Heterosexual transmission is becoming increasingly significant in the spread of HIV, with multiple sex partners and increased intravenous drug use blamed for the increase, he said.

Howard said the rate of increase among women was 15 percent between 1990 and 1991. "In women, about half the cases are due to drug use," he said. "About 35 percent of the cases are caused by heterosexual contact with drug users. Again, the highest incidence rate is in minority communities."

"Within the African-American community, about 54 percent of the cases result from heterosexual contact, half of which involves drug use," Howard said.

AIDS cases resulting from blood transfusions were down from 2.5 percent in adults in the first group of 100,000 patients to 1.9 in the second 100,000.

If the present rate of increase continues, AIDS researchers said, the number of cases will double among nondrug-using heterosexual men and women by 1995.

The Centers for Disease Control is trying to curb the increasing incidence of AIDS. "We give grants and conduct prevention education programs for community groups throughout the country to get the message out. This is particularly true for minorities, because that group is the hardest hit by the disease," Howard said.

"This is a preventable disease," Howard emphasized. "It's one of the few diseases in this world that you can decide not to get. We do have a vaccine for this disease -- it's called knowledge."

## Avoid a return of kidney stones

Medical authorities writing in "RN Magazine" (June 1992) say you can decrease chances that kidney stones will return by making changes in what you eat and drink.

A person who tends to develop kidney stones should drink at least eight glasses of water daily.

Since most stones contain calcium, reduce calcium intake to 400 to 600 mg a day by cutting back on milk, cheese, ice cream and yogurt.

Reduce consumption of salt and high-sodium foods.



## To your health

### Experts say exercise without hand, foot weights is safer

After getting into an exercise program, people often want to burn more calories in less time. To boost their energy cost, many turn to hand weights or foot weights.

Used correctly, weights increase energy consumption, but getting that extra energy burn and getting it without injury is a goal few accomplish.

#### Walking

The Walkers Club of America says people aren't getting many benefits from their weighted walking.

Foot weights have been abandoned generally because they lead to wear and tear on the lower joints and heels. Hand weights are not used correctly in most cases so the extra energy consumed is almost nil.

Studies at the University of Pittsburgh's Human Energy Research Laboratory showed that swinging a three-pound set of hand weights forward to an overhead position with each step while walking raised energy cost as much as 155 percent. Most walkers, however, lug them like suitcases and get little or no benefit. Just swinging the arms while walking would burn as much energy or more.

#### Aerobics

In 1987, according to the America Aerobics Association, some sixty percent of participants in exercise programs were wearing

some kind of weights. One year later, about 30 percent of students using hand weights had been injured enough to keep them from working out for a day or two. Most injuries were to shoulders or elbows.

#### Blood Pressure

A rise in blood pressure is common in exercisers wearing weights. Weights can easily drive blood pressure up to dangerous levels in people with hypertension.

#### Injuries

Experts at San Diego State University say swinging a weight exerts great mechanical stress on the body. The force can tear a shoulder tendon or damage cartilage in the knee.

#### Reaching exercise goals

If you are already fit, and brisk walking doesn't give you a good workout, you can start racewalking. The racewalker's gait, with free swinging pelvis, will help you reduce body fat and strengthen your heart about as well as marathon running.

Low-impact aerobics can be intense enough to improve fitness, and sports like swimming, basketball, racquetball and skiing build more fitness and burn more calories than walking at four miles an hour and swinging five-pound weights.

Studies now show that moderate, regular activities improve health and lengthen life.

### Potassium to control blood pressure

When it comes to controlling blood pressure, Harvard Medical School concludes that a visit to the produce department may be as important as a trip to the drug store for medication.

Several studies show that hypertension, or high blood pressure, is more likely in people who don't eat much potassium than in those who consume more.

One 12-year study even shows that high potassium intake protects people from stroke, the most deadly complication of hypertension. In this study men in the lowest third for potassium intake were 2.6 times more likely to die from stroke than those in the upper two-thirds. For women the risk was even higher, 4.8 times as likely to die from stroke.

If you now take medication for hypertension, increasing potassium could mean you could reduce medication by 50 percent or more, according to studies done in Naples, Italy. In no case, however, should patients reduce the amount of medication they take without their doctor's permission.

Meat, fish, and poultry are good sources of potassium, but they also contain fat. "The Harvard Health Letter" (May 1992) recommends eating more vegetables instead. Good sources include potatoes, bananas, Spinach, lentils, orange juice and apricots.

The National Academy of Sciences estimates the safe, adequate daily intake of potassium to be 1,875 to 5,625 mg for adults.

Participants in the Italian study consumed from 2,760 mg per day to about 4,460. Some 82 percent were able to reduce medications.





## Retiree Review

by the Retiree Correspondent

Thirty-seven retirees convened at the Salad Bowl on September 17. There were 38 signatures on the Roster, but "Little Big Stick" Harley signed twice. Guess he thought we could appreciate his attendance and timely update of the "doings" at the District more if he were counted twice. Thanks, Dave, for your attendance and comments. They're always interesting and welcome. Come again.

We had several present who had been absent a few times. The Jim Bakers, Virginia Dillow, the Lignons, Rose Duda, Steve Williams, Ruth Pollaro and Fred Kreutz. Fred has been absent for a long time. Come again soon, Fred.

The Bakers reported their grandson was a very lucky boy. He was hit by a car while riding his bicycle. He had only minor cuts, scratches and bruises.

Virginia Dillow looked great after her major surgery.

The Huizengas were again absent. Estelle's broken bone is healing beautifully. She's walking with a walker. They hope to be back next month.

Rose Duda has had cataracts removed with implants in both eyes. Says she now sees dirt she has been missing!

George Clapp has been traveling - California, Texas, Oklahoma and Florida. He's leaving soon for another trip to Texas. He's doing Shriner's work.

Mr. and Mrs. Steve Williams were leaving Friday for a trip, but I didn't learn the destination.

We had a first timer this month - Bill Matheney, who has been in Louisiana and Texas since retiring, but has returned. He's now living in Mattoon, Illinois. Hope he becomes a regular.

Howard Beinke again was the earliest retiree. He retired in 1965.

Kate Stiles reported she had talked to Rusty Williams of Chatanooga. He says he's doing fine. He has a few "traveling miseries" as most of us do. His wife Naomi isn't so well. Carroll Howell of St. Charles, is doing very well. He still drives in St. Charles, but says he doesn't venture out of St. Charles. He sends his "best" to all. His wife is doing OK. Carl Barron and wife Mary are "status quo." Alvin J. Barkey of Herman has had a pacemaker inserted. He's doing fine now. A.J. says both he and Marian are doing OK. Kate Stiles is having repeat hand surgery September 25.

Again let me remind you that the Retiree Roster

will be reprinted soon. If you wish your telephone number inserted or there is a correction of address, call Kate Stiles at 314-849-5388, or drop her a note at 12162 Blackhall Drive, St. Louis, Mo. 63128. Each retiree will receive a copy of the directory. We'd like to hear from you even if not with this info. All letters are taken to the luncheon and read so we can all hear from you. That's the next best thing to being there!

Don't forget to mark your calendar for October 15 - luncheon at the Salad Bowl for visiting, story telling, repartee and all those good things. Be there about 11:30. Just remember you're missing a very enjoyable get-together if you don't attend.

### Retirees...

David Shaw retired from the Design Branch September 8 after more than 30 years of federal service, all with the St. Louis District.

Lucien Bailey retired from the staff at Wappapello Lake October 1 after more than 14 years federal service, more than 9 years of which were with the St. Louis District. Lucien is also retired from the Air Force with 20 years of service.

Ralph White retired from the Potomology Section October 2 after more than 49 years of federal service. Ralph had more than 44 and a half years with the St. Louis District.

Ronald Harlan retired from the staff at Carlyle Lake October 2 after more than 36 years of federal service. He had more than 26 years with the St. Louis District.

Elbert Reilly retired from the Information Management Office Integration and Implementation Branch October 2 after more than 45 years of federal service, more than 24 years of which were with the St. Louis District.

### Condolences

Mr. Joe Tadlock, 77, passed away in his sleep on August 17. He retired as Assistant Lockmaster at Lock and Dam 24 on December 1, 1964, after 28 years of federal service.



**GUADALCANAL WAS AMERICA'S FIRST WAR OFFENSIVE. AND IT WAS...**

# FIGHTING ON A SHOESTRING

**B**efore Aug. 7, 1942, every American action during World War II was defensive. Even the victories at Midway and Coral Sea were triumphs of scratch forces with their backs against the wall.

Guadalcanal — one of the Solomon Islands east of New Guinea — changed that when Marines stormed ashore on that day. For the first time during World War II, the United States took the offensive.

The Japanese had taken the island in March 1942 as part of their strategy to isolate Australia and started building an airfield there. Once Zeros started staging from the field, the Japanese would be able to extend conquests and cut the sea lane between the United States and Australia.

It was important for the Allies to launch an offensive to retake the island, but it was an offensive on a shoestring.

The Allies had agreed to a Europe First strategy: The major effort against the Japanese would wait until the Allies had beaten Nazi Germany and Fascist Italy. So any equipment the United States sent to the Pacific was out-of-date.

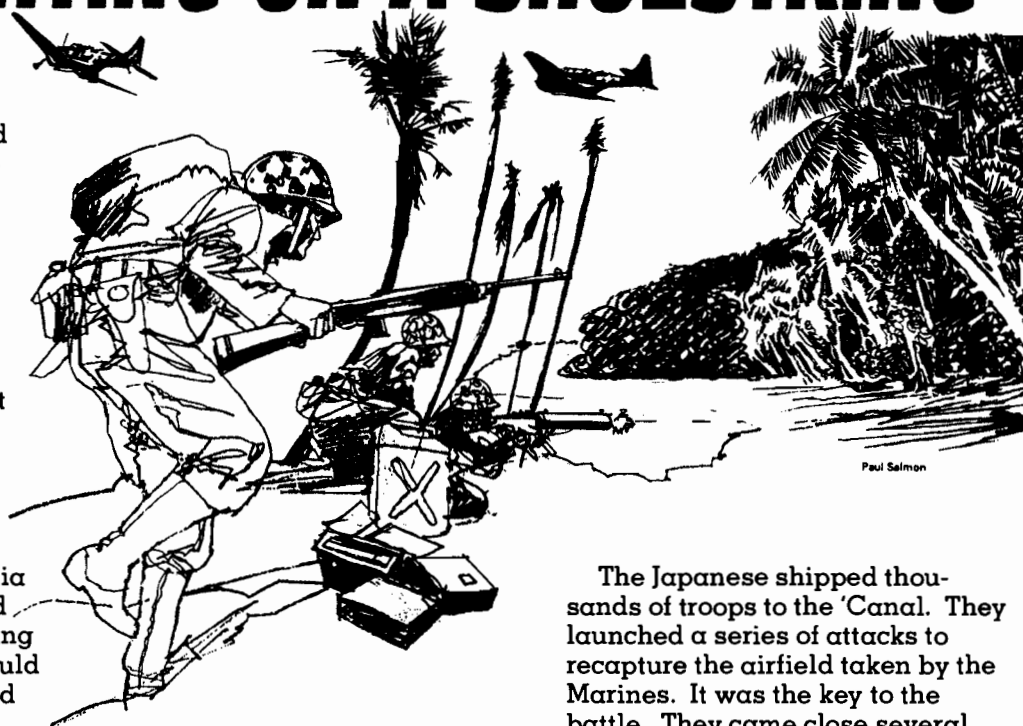
Parts of the troops' uniforms dated to World War I. Their rifles were 1903 bolt-action Springfields. Their machine guns and mortars had been in storage since the Meuse-Argonne campaign of 1918. The only thing first class about the operation was the troops. The units chosen for the 1st Marine Division were the elite of the Corps.

When the 1st Marine Division landed, it faced little opposition. It captured the airfield the first day

and promptly renamed it Henderson Field for a Marine aviator killed during the Battle of Midway. This soon changed as the Japanese realized they were confronted with a test of wills. The tiny malaria-racked island of Guadalcanal assumed importance way beyond its strategic worth.

At sea, the battle for the island attracted American and Japanese fleets. Five great sea battles near the island caused Americans to rename the area "Ironbottom Sound."

On the ground, the Japanese weren't the only enemy. Hunger and disease plagued the Japanese and soldiers who fought there. Malaria and jungle fevers spread. Finally, the order came that no one could leave the front line with a fever of less than 102 degrees. Even so, more than 2,000 service members were hospitalized by October.



The Japanese shipped thousands of troops to the 'Canal. They launched a series of attacks to recapture the airfield taken by the Marines. It was the key to the battle. They came close several times, but failed.

In the air, the battle was fought by whatever men and equipment could be scrounged. The island became the home of one of the more unusual units of World War II — the Cactus Air Force. Cactus was the code word for Guadalcanal. Planes, pilots and ground support came from all American services and many Allied nations. This was a joint organization through necessity and not design. Army, Navy, Marine, Australian and New Zealand pilots and ground crews were shipped to the island and became part of this unofficial force. They managed to beat the best the Japanese could field.

The 'Canal — like El Alamein in North Africa and Stalingrad in the Soviet Union, both going on at the same time — marked a turning point in the war. Strategically, U.S. troops never again would be on the defensive. The tide had turned.

— American Forces Information Service



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